

The aim of this thesis is to deal with the notice of termination due to organizational reasons under Section 52(a) through (c) of the Labour code. The topic of the thesis does not consist only in organizational changes and a notice of termination linked to them, its purpose is to describe the whole picture of the process of giving the notice to an employee and details which an employer must remember to keep the notice valid. The thesis is composed of ten chapters not counting the Introduction describing the motive for choosing the topic of the thesis and the aims of the thesis and the Conclusion containing the brief evaluation of the legal regulation.

Chapter One deals with the labour-law relations, their concept and the distinctions between the individual labour-law relations and the collective labour-law relations.

Chapter Two is concerned with the termination of employment in general and describes the division of the ways in which employment may be terminated, i.e. legal acts, legal events or authoritative decisions.

Chapter Three elaborates the issues common to all reasons for the notice, which means that the attention is paid to these reasons, the written form of notice, delivering and the withdrawal of the notice and the participation of trade unions in a termination of employment. Special attention is paid to the invalidity of legal acts in labour law.

Chapter Four speaks of the notice of termination due to organizational reasons in general, including the terms “organizational change” and “decision on organizational change”, and also the history of the legal regulation is mentioned.

Chapter Five deals with the notice of termination under Section 52(a) of the Labour Code, explains the term “dissolution of the employer” and also the term “part of the employer”. The death of a natural person who is the employer is mentioned in this Chapter as well.

Chapter Six deals with the notice of termination under Section 52(b) of the Labour Code and explains the possibility of arranging the place of work in an employment contract linked to a relocation of an employer.

Chapter Seven deals with the notice of termination under Section 52(c) of the Labour Code and the related terms such as: “organizational change”, “resolution on organizational change”, “redundancy”, “causal relationship”, and also deals with the legal fiction of the redundancy of the managerial employee.

Chapter Eight explains the consequences of a notice delivered to an employee, especially a notice period, a severance pay, a confirmation of employment and a performance assessment.

Chapter Nine briefly describes the institutes called “collective redundancy” and the duties of the employer using this process.

The last chapter, chapter Ten, constitutes the presentation of invalidity of a notice of termination and related legal disputes.